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Sec'y was requested to express the sympathy of the

Report of the Executive Secretary - N. J. Urban League for November 1919.

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The past month brought to us two new permanent workers; Miss Sally J. Adams who comes as matron, has had considerable experience in working with young women in various cities with the Y.W.C.A.; and Miss Uxenia B. Scott, who comes as family welfare worker. Miss Scott is a graduate of Fisk University, has studied at the University of Chicago and worked with the Associated Charities of Houston, Texas and also the War Camp Community Service in Raleigh and Durham, N.C. We feel sure that these two additions will enable us to very materially increase our usefulness in the community.

As to our work during the month, there has been effected a new organization, new groups are meeting in the building and the resumption of some activities which were previously carried on. The organization of the boys and girls of the Newark High Schools for the purpose of knowing each other better, to give more and surer self expression and to study more thorely their own school problems and their races history bespeaks a very hopeful effect on their young lives, now in their moldable stages. It must be very pleasing information to all of us to know that there are now nearly 100 negro boys and girls in the Newark High Schools. This shows an increase of more than 75% over any previous year. This group meets Friday evenings. Mr. B.S.Whitehead and Mrs. J.I.Doggett of the Lincoln House, E. Orange have been speakers this month.

[illegible]ATION AND MEETINGS

[illegible] of the demand from people of both races in the community, the League [illegible]operated with the N.A.A.C.P. in reopening the food station. More than $600 worth of provisions have been sold during the past three weeks; the sales people being volunteer colored women who are very glad to give their services unselfishly for carrying out this part of our programme.

[illegible] in the building have been held by the N.A.A.C.P. by the Girl Scouts, [illegible], High School Council, the girls of the Phyllis Wheatley, Home, and the joint committees of the Home for Aged and Good Samaritan Orphanage.

[illegible] Montclair, B.A.C.,

Children's Aid, Mayors Food Committee, Juvenile Court, Probation Department, Board of Education and Department of Labor.

PUBLICITY

The Secretary has spoken in interest of the League in many small meetings and also before the Men's Club of the 16th St., Presbyterian Church, the Roseville M.E.Church and the Employment Managers Association.

CASE WORK (1) Family rehabilitation work with five families. Three of these were handled under the B. A. C. One was referred to the Urban League from Essex County Court House, and one applied directly to the Urban League. (2) High School Club at Office of Urban League - two meetings held within past two weeks. Two main features: General Culture, and Wholesome Recreation. (3) Club work among Girls of P.W.H. -Aim: personal improvement and sociability. (Per Miss Scott)

EMPLOYMENT

The increase in the various types of occupation offered to Negroes continues. Calls for Crane operators, engineers, plumbers and auto mechanics, molders, point very clearly to what is coming and also show the necessity for training so as to meet the needs. One noticeable feature in the change of occupation was the shift, which colored men especially are making from ourside to inside work. While it is natural to want to escape the roughness of the weather, such as must be endured at shipyards, concrete work, driving, etc. during the winter months. In this we are opening ourselves to the criticism that Negroes cannot stand outside work and are there fore making it more difficult to win the favor of employers who must have outside work done, year around. It is personal knowledge that this shift is being frowned on by employers for they have complained of it to me. One other thing too, which is making it more difficult is the wish on the part of many colored men to have part of their wages advanced to them at odd times This very seriously interrupts the bookkeeping of a big concern. Both of these things are in a measure countermotable, one by informing workers of proper and heavier clothing, another by advisingthem to plan more wisely so that they make the affairs of their household go on from one pay to another.

The registrations this month totalled 139 - of whom 93 were women, 46 men. 117 were referred to places, 77 women -- 40 men, of these 105 were placed 72 women, 33 men.

I feel that an appeal must be made to the Committee for their manifestation of a larger interest in the policy and effects of the organization. We are, I believe falling down on a part of our programme, simply because of a lack of this very thing, I take it that as members of the Board it is your job to determine both by suggestion and activity very largely what we shall do. While it may be all right to be an Executive Secretary and to be responsible for the Execution of the work, personally, I do believe it an unwise policy to leave too much of the work to the Executive alone. The organization can only be, and only mean what it should to the community, when all of us are at work on it. I therefore, appeal to you for a larger interest, a larger work on your part, by appointment of special committees, etc, for special jobs. Our family welfare worker can now work in co-operation with a friendly visitor group. Just how important the formation of this committee is, if it dealt only with children alone, is evidenced by the number of calls which have come from the Juvenile Court, Board of Education and other casual drifters which have come to us this month. There is the feature of the Christmas Cheer which this committee carried out two years ago. That this had its effects for good, is brought to me plainly by three little boys, who came to the office last week asking if there was going to be another Christmas party. All of these problems of the family are accentuated by the winter's approach.

There is also the need of an Advisory or Steering Committee which will continually "dabble in " if the expression does not convey the wrong meaning, to the work of the Leagu, check up on matters, point out new phases of work that are to be under-[illegible]; and third - the educational, recreation and entertainment committee. On [illegible] of these things are we doing our best job. Yet they are all necessary for the general enlightment and entertainment of the community and especially to

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serve as a medium for getting our programs over. My belief is that I should advised, counselled and suggested to, more and more by you, for if this is not done it is not plain to me how we shall do our full duty. One of the things very seriously needed just now forthe people of both races is a restatement of our programs. It is pleasing to note that the Chairman of the Committee has just prepared such a statement in outline. Serious consideration of that, with the necessary changes would do much to bring us a new interest which we are now seriously seeking.

Respectfully submitted,

William M. Ashley,

Executive Secretary.